

Business Meeting

Tuesday, July 15, 2025 5:30 PM

Oak Park Learning Center, 6355 Osman Avenue North, Stillwater, MN 55082

I. Public Comment	Speaker (s) : Ms. Alison, School Board Chair
II. Call to Order	Speaker (s) : Ms. Alison Sherman, School Board Chair
III. Roll Call	Speaker (s) : Ms. Alison Sherman, School Board Chair
IV. Pledge of Allegiance	Speaker (s) : Ms. Alison Sherman, School Board Chair
V. Approval of Agenda	Speaker (s) : Ms. Alison Sherman, School Board Chair
VI. Superintendent Report	Speaker (s) : Dr. Mike Funk, Superintendent
VII. Board Chair Report	Speaker (s) : Ms. Alison Sherman, School Board Chair
VIII. Consent Agenda	
VIII.A. School Board Meeting Minutes, June 17, 2025	Speaker (s) : Ms. Katie Hockert, School Board Clerk
VIII.B. Payment of Invoices, June 14 - July 11, 2025, Treasurer's Report and Gifts and Donations - March and April 2025	Speaker (s) : Ms. Marie Schrul, Chief Financial Officer
VIII.C. Acceptance of a \$5000 gift to Lake Elmo Elementary School - Amigos Unidos	Speaker (s) : Ms. Marie Schrul, Chief Financial Officer
VIII.D. Technology purchase for ViewSonic Smart Displays	Speaker (s) : Mr. Eric Simmons, Director of Technology
VIII.E. Technology Purchase for FY26 iPads and MacBooks	Speaker (s) : Eric Simmons Director of Technology
VIII.F. Nutrition Services Employees' Organization Memorandum of Agreement (MOA) Regarding Health Examination	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
VIII.G. Human Resources Personnel Report	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
IX. Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs	
X. Strategic Direction B: Foster a safe, welcoming and inclusive environment for all staff and students	
XI. Strategic Direction C: Utilize systems and align resources in an efficient manner to support learning	

XI.A.	Report: Gifted Program Review Update	Speaker (s) : Ms. Elsa Mundt, Education Data Analyst & Assessment Supervisor
XI.B.	Action: Resolution intending to sell 2026A Go School Building and Facilities Maintenance Bonds	Speaker (s) : Dr. Mike Funk, Superintendent
XI.C.	Report: Contract and Terms and Conditions Update	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
XI.D.	Action: Coordinators/Supervisors/Specialists Terms and Conditions	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
XI.E.	Action: Technical Support Terms and Conditions	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
XI.F.	Action: Directors, Managers & Program Administrators Terms and Conditions	Speaker (s) : Ms. Kristine Carlston, Executive Director of Human Resources
XII.	Strategic Direction D: Develop strong partnerships with the communities we serve	
XIII.	Adjournment	Speaker (s) : Ms. Alison Sherman, School Board Chair
XIV.	Attachments	

- I. Recognition: The Board recognized the Stillwater boys track and field team for their outstanding performance and winning the 2025 True Team State Meet held May 16 and 17 at Eden Prairie High School.
- II. Public Comment: Michael McCarthy-Government accountability; Nance Purcell-Reading materials.
- III. Call to Order: The meeting was called to order at 5:48 p.m.
- IV. Roll Call: Present: Sarah Grcevich, Katie Hockert, Pete Kelzenberg, Robert Parker, Alison Sherman, Andrew Thelander; Absent: Chris Lauer
- V. Pledge of Allegiance
- VI. Approval of Agenda: Motion by Sherman, second by Thelander, carried 6-0.
- VII. Superintendent Report: The board received an legislative update on key initiatives and the financial impact on the district.
- VIII. Board Chair Report: Nothing to report.
- IX. Consent Agenda: A. School Board Meeting Minutes, May 20, 2025; B. School Board Meeting Minutes, June 3, 2025; C. Payment of Invoices, May 17- June 13, 2025; D. Fiscal Year 2025-26 Census; E. ALPS Insurance Renewal; F. PowerSchool FY26 Purchase; G. Dental Insurance Premium Increase; H. Stillwater Principals' Association Dental Insurance Memorandum of Agreement (MOA); I. Nutrition Services Employees' Organization Dental Insurance Memorandum of Agreement (MOA); J. Custodial Employees Dental Insurance Memorandum of Agreement (MOA); K. St. Croix Education Association (SCEA) Dental Insurance Memorandum of Agreement (MOA); L. Human Resources Personnel Report. Motion by Hockert to approve, second by Kelzenberg carried 6-0.
- X. Strategic Direction A: Ensure the Learning Process is Adaptable to Meet Individual Student Needs.
 - A. Stillwater Area High School Update. The board received an update on the high school strengths, including programs, enrollment, graduation rates and the number one rule of being a student-center-culture. Some of the challenges are limited scheduling, PSEO and online classes, interventions and attendance.
 - B. Comprehensive Achievement and Civic Readiness. The district is required to approve the plan annually to ensure progress toward reaching the state's goals to increase student performance. Motion to approve by: Sherman and second by: Thelander, carried 6-0.
- XI. Strategic Direction B: Foster a Safe, Welcoming and Inclusive Environment for all Staff and Students. Nothing to report.
- XII. Strategic Direction C: Utilize Systems and Align Resources in an Efficient Manner to Support Learning.
 - A. Fiscal Year 2025-26 Preliminary Budget. A preliminary budget must be approved each year by June 30. The budget is based on a set of assumptions including, but not limited to, enrollment projections and current law and regulations. Due to the timing of the legislative special session, the preliminary budget does not include any of the actions from the 2025 session. A revised budget with updated financial information will be presented to the school board in the coming months. Motion by Sherman, second by Thelander, carried 6-0.
 - B. Long Term Facility Maintenance (LTFM) 10-Year Plan. Items on the list were identified by staff across the district and include routine maintenance and repairs to keep our buildings in good condition. A final 10-year plan will be submitted to the Minnesota Department of Education for approval. Projects on this list are reviewed annually and are paid in part from the state of Minnesota in combination with a local non-voter approved levy. Motion by Sherman, second by Hockert, carried 6-0.

- C. 2025-2026 Resolution for Membership in the Minnesota State High School League. Motion by Sherman, second by Grcevich, carried 6-0.
 - D. First Reading: Policy 612.1 - Development of Parent and Family Engagement Policies for Title I Programs. This policy will come to the board for a second reading and approval at a future meeting.
 - E. First Reading: Policy 616 - School District System Accountability. This policy will come to the board for a second reading and approval at a future meeting.
 - F. First Reading: Policy 807 - Health and Safety. This policy will come to the board for a second reading and approval at a future meeting.
 - G. Second Reading: Policy 524 - Student Technology and Internet Access and Acceptable Use. There were no changes from the first reading on June 3.
 - H. Approval of Policy 524 - Student Technology and Internet Access and Acceptable Use. Motion by Thelander, second by Hockert, carried 6-0.
 - I. Revoke: Policy 428 - Employee Technology and Internet Access and Acceptable Use. Motion by Sherman, second by Thelander, carried 6-0.
 - J. Revoke: Policy 810 - School Attendance Areas. Motion by Sherman, second by Hockert, carried 6-0.
 - K. Revoke: Policy 811 - Facilities Naming. Motion by Kelzenberg, second by Grcevich, carried 6-0.
- XIII. Strategic Direction D: Develop Strong Partnerships with the Communities We Serve. Nothing to report.
- XII. Closed Session: Motion by Hockert at 7:34 p.m. to move to a close session pursuant to Minnesota Statute 13D.03(b). The governing body of a public employer may by a majority vote in a public meeting, decide to hold a closed meeting to consider strategy for labor negotiations, including negotiation strategies or developments or discussion and review of labor negotiation proposals, conducted pursuant to sections 179A.01 to 179A.25 and second by Thelander, carried 6-0. Present: Grcevich, Hockert, Kelzenberg, Parker, Thelander, Sherman, Funk, Carlston, Schrul. Motion by Hockert at 8:55 p.m. and second by Thelander to reconvene to open session, carried 6-0.
- XIII. Adjourn
- A. The meeting adjourned at 8:58 p.m.
- Respectfully submitted, Katie Hockert, School Board Clerk



EXPENDITURE APPROVAL FORM

Fiscal Year 2025-26

Instructions: This form is to be completed any time a lease, purchase, or contract for goods or services exceeds \$175,000.00

REQUESTED BY: Eric Simmons, Director of Technology **DATE:** July 15 , 2025

DESCRIPTION OF REQUEST

Requesting board approval to purchase ViewSonic Smart Displays from Forte in the amount of \$233,544.30.

This purchase supports Strategic Direction A: Ensure the learning process is adaptable to meet individual student needs and Direction C: Utilize systems and align resources in an efficient manner to support learning by providing flexible, interactive classroom technology through a cost-effective and scalable solution.

FINANCIAL IMPACT

Budget(s) Impacted: \$233,544.30 in FY26 Technology Levy .

Is This a One-Time Expenditure?

- Yes,** once implemented there will be no ongoing costs
No, it will need to be funded indefinitely (annually)
No, it will need to be funded for Fiscal Years

Is there an off-setting revenue source(s)?

- Yes** List Source(s):
• **No**

EXPENDITURE APPROVAL FORM

Fiscal Year 2025-26

Instructions: This form is to be completed any time a lease, purchase, or contract for goods or services exceeds \$175,000.00

REQUESTED BY: Eric Simmons, Director of Technology **DATE:** July 15, 2025

DESCRIPTION OF REQUEST

Requesting board approval for the purchase of 300 iPads and 100 MacBooks in the amount of \$185,100.00.

This purchase supports:

Strategic Direction A: Adapting instruction to meet individual student needs through accessible and engaging technology in K–1 classrooms

Strategic Direction B: Supporting inclusion by providing tools for students with accessibility needs

Strategic Direction C: Ensuring staff are equipped with up-to-date devices, aligning resources efficiently to support instruction

FINANCIAL IMPACT

Budget(s) Impacted: \$185,100.00 in FY26 Technology Levy .

Is This a One-Time Expenditure?

Yes, once implemented there will be no ongoing costs

No, it will need to be funded indefinitely (annually)

No, it will need to be funded for Fiscal Years

Is there an off-setting revenue source(s)?

Yes List Source(s):

● **No**

RETIREMENT/RESIGNATION/RELEASE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Fischer, Melissa	Resignation	Health Care Specialist Stillwater Area High School	Tech Support	June 6, 2025
Kindschy, Tina	Terminated	Community Education School Aged Care Program Assistant / Community Education Early Childhood Family Education Assistant Early Childhood Family Center	Community Ed	June 2, 2025
Lauer, Sarah	Resignation	English Teacher, 1.0 FTE Stillwater Area High School	SCEA	June 4, 2025
Sheer, Jeremy	Resignation	Custodian, 8.0 hours/day Rutherford Elementary	Custodial	July 18, 2025
Steen, Sydney	Resignation	Special Education Teacher Lake Elmo Elementary School	SCEA	June 30, 2025

HIRES/REHIRE

NAME	ASSIGNMENT	SALARY PLACEMENT/ HOURLY RATE	REASON	GROUP	EFFECTIVE DATE
Dennis, Miriam	Orchestra, 1.0 FTE Oak-Land Middle School	\$98,427	2025-2026 Staffing	SCEA	August 4, 2025
Dwyer, Rachel	Paraprofessional, 6.0 hours/day Stillwater Middle School	\$23.50 / hour	2025-2026 Staffing	SCPA	August 12, 2025
Fordahl, Sarah	Science Specialist, 1.0 FTE Lake Elmo Elementary	\$91,917	2025-2026 Staffing	SCEA	August 4, 2025
Hiltunen, Ashtin	Elementary School Teacher, 1.0 FTE Rutherford Elementary	\$78,801	2025-2026 Staffing	SCEA	August 4, 2025
Hooverson, Sophia	Community Education Program Assistant, 8.0 hours/day Brookview Elementary, 0.6 FTE Lake Elmo Elementary, 0.4 FTE	\$19.06 / hour	2025-2026 Staffing	Community Ed	July 1, 2025
Johnson, Margo	School Year LTS Special Education Teacher, 1.0 FTE Stillwater Area High School	\$90,103	2025-2026 Staffing	SCEA	August 4, 2025
Klancher, Julia	Math Teacher, 1.0 FTE Stillwater Area High School	\$63,152	2025-2026 Staffing	SCEA	August 4, 2025
Klish, Brittney	Kindergarten, 1.0 FTE Afton-Lakeland Elementary	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025
Mitsch, David	Special Education Teacher, 1.0 FTE Oak-Land Middle School	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025
Mullins, Krista	Counselor, 1.0 FTE Stillwater Area High School	\$68,465	2025-2026 Staffing	SCEA	August 4, 2025
Newborg, Sarah	Paraprofessional, 26 hours/week Afton-Lakeland Elementary	\$21.00 / hour	2025-2026 Staffing	SCPA	August 12, 2025
Nygaard, Courtney	Spanish Teacher, 0.6 FTE Stillwater Area High School	\$54,088.80	2025-2026 Staffing	SCEA	August 4, 2025
Peterson, Tyler	Special Education Teacher, 1.0 FTE Brookview Elementary	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025
Prow, Michelle	Special Education Teacher, 1.0 FTE Brookview Elementary	\$78,801	2025-2026 Staffing	SCEA	August 4, 2025
Saez, Diana	Paraprofessional, 6.0 hours/day Stillwater Middle School	\$21.00 / hour	2025-2026 Staffing	SCPA	August 12, 2025
Schmit, Elizabeth	PAC Coordinator, 1.0 FTE Stillwater Area High School	\$68,218	Replacement	CSS	June 23, 2025
Schmitt, Paige	School Psychologist, 1.0 FTE Brookview Elementary	\$82,441	2025-2026 Staffing	SCEA	August 4, 2025
Selland, Theresa	Speech Language Pathologist, 1.0 FTE Lake Elmo Elementary	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025
Tiesling, Bridget	Speech Language Pathologist, 1.0 FTE Lake Elmo Elementary	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025
Thorne, Stacey	Nutrition Services, 5.75 hours/day Lake Elmo Elementary	\$18.58 / hour	2025-2026 Staffing	Nutrition Services	August 18, 2025
Varichak, Nicholas	Phy Ed. Teacher, .4 FTE, DAPE, .4 FTE, GATE, .2 FTE Stillwater Middle School	\$68,541	2025-2026 Staffing	SCEA	August 4, 2025
Vavra, James	Music Specialist, 1.0 FTE	\$82,328	2025-2026	SCEA	August 4, 2025

	Lake Elmo Elementary		Staffing		
Weber, Alyssa	Math Teacher, 1.0 FTE Stillwater Area High School	\$90,148	2025-2026 Staffing	SCEA	August 4, 2025

LEAVES OF ABSENCE

NAME	STATUS	ASSIGNMENT	GROUP	EFFECTIVE DATE
Eck, Emily	Approve	1.0 FTE Math Teacher Oak-Land Middle School	SCEA	August 15, 2025 - December 1, 2025
Hannasch, Brianna	Approve	1.0 FTE Math Teacher Oak-Land Middle School	SCEA	September 29, 2025 - January 30, 2026
Knippenberg, Megan	Approve	1.0 FTE Kindergarten Teacher Brookview Elementary	SCEA	2025-2026 school year
Sawatzke, Katelyn	Approve	1.0 FTE Music Teacher Brookview Elementary	SCEA	August 11, 2025 - October 31, 2025

ASSIGNMENT CHANGES

NAME	FROM	TO	REASON	GROUP	EFFECTIVE DATE
Albertson, Tracy	Nutrition Services Manager, 7.25 hours/day Lily Lake Elementary	Nutrition Services Manager, 7.5 hours/day Lily Lake Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Beckman, Sue	Nutrition Services Manager, 7.0 hours/day Brookview Elementary	Nutrition Services Manager, 7.5 hours/day Brookview Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Bentley, Amber	Curriculum Coordinator Oak-Park	Teaching and Learning Supervisor Oak-Park	2025-2026 Staffing	CSS	July 1, 2025
Bristol, Samantha	Nutrition Services Manager, 7.0 hours/day Rutherford Elementary	Nutrition Services Manager, 7.5 hours/day Rutherford Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Darst, Sandy	Nutrition Services Manager, 7.0 hours/day OH Andersen Elementary	Nutrition Services Manager, 7.75 hours/day OH Andersen Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Echeverria, Dana	Nutrition Services Manager, 6.75 hours/day Andersen Elementary	Nutrition Services Manager, 7.5 hours/day Andersen Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Farver, Jean	Nutrition Services Assistant Mgr, 7.0 hours/day Mahtomedi High School	Nutrition Services Assistant Mgr, 8.0 hours/day Mahtomedi High School	2025-2026 Staffing	Nutrition Services	July 30, 2025
Feehan, Shea	Nutrition Services Assistant Mgr, 7.5 hours/day Stillwater Area High School	Nutrition Services Assistant Mgr, 8.0 hours/day Stillwater Area High School	2025-2026 Staffing	Nutrition Services	July 30, 2025
Flug, Joelle	Grade 5 Teacher, 1.0 FTE Andersen Elementary	Grade 2 Teacher, 1.0 FTE Andersen Elementary	2025-2026 Staffing	SCEA	August 11, 2025
Graham, Julie	Nutrition Services Manager, 6.5 hours/day Oak-Park	Nutrition Services Manager, 7.0 hours/day Oak-Park	2025-2026 Staffing	Nutrition Services	July 30, 2025
Gray, Caysi	Nutrition Services Manager, 7.0 hours/day Oak-Land Middle School	Nutrition Services Manager, 8.0 hours/day Oak-Land Middle School	2025-2026 Staffing	Nutrition Services	July 30, 2025
Hoekstra, Skye	Curriculum Coordinator Oak-Park	Teaching and Learning Supervisor Oak-Park	2025-2026 Staffing	CSS	July 1, 2025
Hoskins, Kelly	BARR Coordinator, 1.0 FTE Oak-Land Middle School	BARR Coordinator, 1.0 FTE Oak-Land Middle School, Stillwater Middle School	2025-2026 Staffing	SCEA	August 11, 2025
Hussein, Angela	Nutrition Services Manager, 7.0 hours/day Afton-Lakeland Elementary	Nutrition Services Manager, 7.5 hours/day Afton-Lakeland Elementary	2025-2026 Staffing	Nutrition Services	July 30, 2025
Jagerson, Marley	Community Education Aide Lake Elmo Elementary	Community Education Assistant Lake Elmo Elementary	2025-2026 Staffing	Community Ed	June 16, 2025
Lavergne, Amber	Administrative Assistant, 1.0 FTE Central Services Building	Transportation Coordinator II, 1.0 FTE Central Services Building	2024-2025 Staffing	CSS	May 27, 2025
O'Brien, Bevin	Media Coordinator, 1.0 FTE District Wide	School Year LTS Kindergarten Teacher, 1.0 FTE Brookview Elementary	2025-2026 Staffing	SCEA	August 11, 2025
Pearson, Tricia	Nutrition Services Manager, 7.5 hours/day Mahtomedi Middle School	Nutrition Services Manager, 8.0 hours/day Mahtomedi Middle School	2025-2026 Staffing	Nutrition Services	July 30, 2025
Potter, Tonya	Media Coordinator, 1.0 FTE District Wide	Licensed Media Specialist/ K-12 Media Coordinator, 1.0 FTE District Wide	2025-2026 Staffing	SCEA	August 11, 2025
Tennant, Annie	Nutrition Services Manager, 7.5 hours/day Stillwater Middle School	Nutrition Services Manager, 8.0 hours/day Stillwater Middle School	2025-2026 Staffing	Nutrition Services	July 30, 2025
Simmons, Eric	Director of Technology Central Services Building	Executive Director of Technology Central Services Building	2025-2026 Staffing	Directors	July 1, 2025

Smith, Laura	Interventionist 1.0 FTE Andersen Elementary	Grade 5 Teacher, 1.0 Andersen Elementary	2025-2026 Staffing	SCEA	August 11, 2025
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ADDITIONAL ASSIGNMENTS

NAME	Position	Reason	Group	EFFECTIVE DATE
Isaac, Dominic	.4 FTE Middle School Activities Coordinator Oak-Land & Stillwater Middle School	2025 - 2026 Staffing	CSS	2025 - 2026 school year
Klehr, Anthony	Credit Recovery Lead Teacher St. Croix Valley ALC	2025 - 2026 Staffing	SCEA	June 17, 2025 - June 19, 2026
Schmulske, Tammy	Nutrition Services Employee, 30 minutes/day Stonebridge Elementary	2025-2026 Staffing	Nutrition Services	August 21, 2025



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Gifted Program Review Update

Presented to the School Board
July 15, 2025



Board Grounding

- Committee was brought together this spring to give feedback to administration on current gifted programming
- Tonight is an update on the committees' work and findings
- Next step is for an internal team to explore and refine gifted programming for the future
- Future updates will be provided to the board



Gifted Program Review Committee

This volunteer committee met 5 times this spring. Representatives included:

- Families of cluster and GATE students
- Teachers
- Principals
- School board members

Included Special Education, multilingual learning, and Spanish immersion

21
committee
members



COMMUNITY ENGAGEMENT

Public Participation Model for the Stillwater Area Public Schools

Our learning community is committed to building positive relationships, and engaging with our stakeholders is an essential part of our mission. The school board has adopted a Community Engagement Model to guide its work. While we will most often consult and involve, different decisions will fall within different areas of this spectrum. This model allows the district to clearly define community engagement for large-scale decisions.

	Increasing Level of Community Impact				
	Inform	Consult	Involve	Collaborate	Empower
Our Goal	To provide our community members with information related to our schools and our district	To gather public feedback on school and district issues	To work with our community members to ensure their concerns and desires are understood and considered	To partner with our community members in developing options and identifying preferred solutions	To place final decision-making in the hands of our community members
Our Promise	We will keep our stakeholders informed	We will listen and acknowledge our stakeholders' concerns, and consider their new ideas	We will work with stakeholders to reflect their feedback in decision-making	We will seek advice, and incorporate ideas, from our stakeholders into the decision-making process to the maximum extent possible	We will implement decisions made by our stakeholders
Our Methods (examples)	- District and school newsletters - Factsheets and brochures - Websites - Social media - Open houses	- Listening sessions - Public forums - Community leader forums - Surveys and focus groups - Public meetings	- Community Conversations - Deliberative polling - Cross-district teams	Advisory committees	Referendums/ elections



Committee Goals & Desired Outcomes

- Explore our current service model
- Review data around gifted education and share observations
- Provide meaningful feedback to leadership around:
 - Identification process
 - Differentiation and acceleration model
 - Overall learning experiences
 - Social emotional support
 - Etc.

Goal:
Ensure our
program meets
the needs of all
students



Superintendent Guidance

Key Questions:

- How can we improve our program to meet gifted students' academic and cognitive needs more effectively?
- As we review the current vertical plan for talent development, in what manner can we improve this?
- How can we improve our support of gifted students' social-emotional well-being?
- As you'll see, the demographic makeup of the program is not consistent with our district population. What are your thoughts and strategies to address this?

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More.**



Review Of Programming



Current Gifted Programming

Grades 4-5

- Cluster model at each elementary
- Self-contained school-within-a-school experience at Stillwater Middle

Grades 6-8

- Students are clustered in honor classes in math or language arts or both
- Opportunities for subject-specific acceleration

Grades 9-12

- Advanced Placement
- Credit by Assessment
- Concurrent Enrollment; College in the Schools
- PSEO



Portrait of a Gifted Learner



Goals of Gifted Programming

To address the needs of gifted learners, committee members said effective programming should focus on:

1. **Academic & Cognitive Development:**
 - Personalized and challenging curriculum
 - Differentiation by subject area and individual ability
 - Open-ended learning opportunities encouraging discourse and engagement
2. **Social-Emotional Growth:**
 - Growth mindset development
 - Support for anxiety, self-confidence, and fear of failure
 - SEL (Social Emotional Learning) integrated into programming
3. **Long-Term Readiness & Equity:**
 - Equitable entry points and multiple access pathways
 - Sustainable and scalable programming with clear structure and resources
 - Opportunities for gifted students to interact with a broad peer group



Vision for the Future

Ideal Programming for All Students Should Include:

- Flexible, equitable differentiation
- Multiple entry points to acceleration across subjects
- Varied and accessible enrichment options
- Robust SEL embedded and personalized for GT students

Identification System Must:

- Be inclusive, multi-dimensional, and ongoing
- Balance achievement with ability, objectivity with teacher insight
- Reflect diverse strengths, not just standardized scores



Gaps & Challenges



Gaps & Challenges: Identification

DEFINITION:

Process to identify students in order to determine the best programming to support their learning.

- Unequal, late, and narrow—mostly test-based (CogAT, FastBridge), missing teacher input, SEL, and non-academic gifts (leadership, arts).
- Universal screening alone is not enough to ensure equitable access—barriers persist for students of color, multilingual learners, and low-income students.
 - Underidentification = boredom, acting out, lost potential.
 - Overidentification = stress, anxiety, mislabeling, academic mismatch.



Gaps & Challenges: Differentiation

DEFINITION:

Experiences in which the approach or method of learning is adapted to meet the individual needs of students

- Inconsistent and teacher-dependent, especially in elementary.
- GATE focuses on differentiation in math but is inconsistent in other subjects.
- Curriculum is not systematized; planning and delivery varies widely.
- Need for centralized resources, built-in curriculum, and professional development.



Gaps & Challenges: Acceleration

DEFINITION:

Progress through an educational program at rates faster or at ages younger than conventional.

- Lacks clear, equitable identification standards and supports.
- Early/elementary acceleration is rare and needs to be more flexible and inclusive.
- Students would benefit from options to demonstrate mastery beyond tests.



Gaps & Challenges: Enrichment

DEFINITION:

Supplemental learning opportunities that go beyond the standard curriculum; allows students to develop interests and talents.

- Inconsistent access and offerings across buildings.
- Desire for interest-based, opt-in activities available during the school day.
- Equity challenges around after-school programming: Community Education vs. district offerings.
- Opportunities for parent and community involvement and volunteer coordination.



Gaps & Challenges: Social Emotional Supports

DEFINITION:

Practices, systems, and relationships that help all students develop emotional management skills, social skills and situational awareness, and academic achievement and habits.

- Inconsistent implementation district-wide—more systematic in elementary, less aligned in secondary
- GT students can struggle with perfectionism, growth mindset, peer relationships, and executive functioning

Highlights from Other Districts

Minnetonka - Site Visit

- Separate identification and programming for ability vs. achievement
- Multiple tiers of programming at the elementary level
- Seminar programming at middle school along with acceleration

South Washington County

- Moving towards a talent development framework for all students, not just gifted students
- Adaptive model of service with more on-ramps based in MTSS
- Use multiple measures for identification, portfolio assessment, parent interviews

North St. Paul-Maplewood-Oakdale

- Moving away from Young Scholars program
- Strengthening Tier 1 instruction and providing coaching for differentiation
- Acceleration pathways with multiple on-ramps, particularly at middle school

Rosemount-Apple Valley

- Flux and transformation
- Moving toward talent development with more push-in support
- New superintendent and gifted staff

Wayzata

- Flux and transformation
- Working to address gaps in identification

Commonalities:

- Addressing gaps in identification
- Building teacher capacity to differentiate in the classroom
- Working toward a tiered approach to services (all/some/few)



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Next Steps

Internal team will work to create a gifted program model that:

- Continues to work to close identified gaps
- Promotes equity and access
- Aligns with district values, goals, financial reality and operational capacity

Internal team will explore and refine program components:

- Identification process
- Social emotional support
- Consistent differentiation, acceleration, and enrichment practices
- Age-appropriate, vertically-aligned of support and programming across grade levels
- Professional learning needs
- Curriculum resources for enrichment and acceleration
- Continue to build principals' and Teaching and Learning capacity to lead this work



Questions

EXTRACT OF MINUTES OF A MEETING
OF THE SCHOOL BOARD OF
INDEPENDENT SCHOOL DISTRICT NO. 834
(STILLWATER AREA PUBLIC SCHOOLS)
WASHINGTON COUNTY, MINNESOTA

Pursuant to due call and notice thereof a regular meeting of the School Board of Independent School District No. 834 (Stillwater Area Public Schools), Washington County, Minnesota, was held in the School District on July 15, 2025, at 5:30 o'clock p.m.

The following members were present:

and the following were absent:

Member _____ introduced the following resolution and moved its adoption:

RESOLUTION STATING THE INTENTION OF THE SCHOOL BOARD TO ISSUE GENERAL OBLIGATION SCHOOL BUILDING AND FACILITIES MAINTENANCE BONDS SERIES 2026A, IN THE MAXIMUM AGGREGATE PRINCIPAL AMOUNT OF \$90,335,000; AND TAKING OTHER ACTIONS WITH RESPECT THERETO

BE IT RESOLVED by the School Board (the “Board”) of Independent School District No. 834 (Stillwater Area Public Schools), Washington County, Minnesota (the “District”), as follows:

1. Background. The Board proposes to issue general obligation school building bonds and facilities maintenance bonds. In connection therewith, it is hereby determined that:

(a) School Building Bonds.

(i) At a duly called and regularly held special election on November 7, 2023, the voters of the District approved the issuance and sale by the District of general obligation bonds for the acquisition and betterment of school sites and facilities in the maximum principal amount of \$174,845,000 pursuant to Minnesota Statutes, Chapter 475, as amended (the “Act”).

(ii) The purpose of the bonds as approved by the voters is to provide financing for the acquisition and betterment of school sites and facilities, but not limited to, replacing Lake Elmo Elementary School with a new building, replacing Andersen Elementary School with a new building, construction of additional classroom space and a new gymnasium at Oak-Land Middle School, and safety and security improvements throughout the District, including a secured front entrance addition and remodel at Stillwater Area High School (the “School Building Project”).

(iii) On February 1, 2024, the District issued its General Obligation School Building, Facilities Maintenance and Refunding Bonds, Series 2024A, in the aggregate principal amount of \$160,430,000 (the “Series 2024A Bonds”). The School Building Portion of the Bonds (as defined in the Award Resolution for the Series 2024A Bonds) was issued in the principal amount of \$100,000,000, pursuant to the Act, in accordance with the authority granted by District voters, leaving a remaining unused voter-approved bond authority of \$74,845,000.

(iv) It is necessary and expedient to the sound financial management of the affairs of the District to issue its general obligation school building bonds (the “School Building Portion”), in the original aggregate principal amount not to exceed \$74,845,000, pursuant to the Act, to provide financing for the School Building Project.

(b) Facilities Maintenance Bonds.

(i) The District is authorized under the provisions of the Act and Minnesota Statutes, Section 123B.595, as amended (“Section 123B.595”), to issue general obligation facilities maintenance bonds for the purpose of financing certain facilities and site maintenance projects approved by the Commissioner of Education (the “Commissioner”).

(ii) The Board hereby finds and determines that it is necessary and expedient to the sound financial management of the affairs of the District to issue its general obligation facilities maintenance bonds (the “Facilities Maintenance Portion”), in the aggregate principal amount not to exceed \$15,490,000, pursuant to the Act and Section 123B.595, to finance the costs of certain facilities and site maintenance projects of the District (collectively, the “Facilities Maintenance Project”) which are included in the District’s ten-year facilities plan for Fiscal Year 2027, (the “Plan”), and related financing costs. The School Building Project and the Facilities Maintenance Project are hereinafter collectively referred to as the “Projects.”

(iii) The Plan approved by the Board is incorporated in this Resolution as though fully specified herein. District staff and officials are authorized and directed to submit any amendments to the Plan and the proposed issuance of the Facilities Maintenance Portion of the Bonds to the Commissioner for approval, as required by Section 123B.595. District staff and officials are further authorized and directed to submit to the Commissioner such additional information as may be necessary to secure such approval.

(c) The Board hereby determines that the School Building Portion and the Facilities Maintenance Portion shall be issued together in a single series in the original aggregate principal amount not to exceed \$90,335,000 (the “Bonds”). The Board hereby designates the Bonds as the “General Obligation School Building and Facilities Maintenance Bonds, Series 2026A.” The School Building Project and the Facilities Maintenance Project are hereinafter collectively referred to as the “Projects.”

2. Covenant as to State Credit Enhancement.

(a) The District hereby covenants and obligates itself to notify the Commissioner of a potential default in the payment of principal and interest on the Bonds and to use the provisions of Minnesota Statutes, Section 126C.55 (the “Credit Enhancement Act”) to guarantee payment of the principal and interest on the Bonds when due. The District further covenants to deposit with the paying agent for the Bonds (the “Paying Agent”), or any successor paying agent, three (3) days prior to the date on which a payment is due an amount sufficient to make that payment or to notify the Commissioner that it will be unable to make all or a portion of that payment. The Paying Agent is authorized and directed to notify the Commissioner if it becomes aware of a potential default in the payment of principal or interest on the Bonds or if, on the day two (2) business days prior to the date a payment is due on the Bonds, there are insufficient funds on deposit with the Paying Agent to make that payment. The District understands that as a result of its covenant to be bound by the provisions of the Credit Enhancement Act, the provisions of that section shall be binding as long as any Bonds of this issue remain outstanding.

(b) The District further covenants to comply with all procedures now and hereafter established by the Minnesota Departments of Management and Budget and Education pursuant to subdivision 2(c) of the Credit Enhancement Act and otherwise to take such actions as necessary to comply with that section. The Board Chair, Clerk, Treasurer, Superintendent, or Chief Finance Officer of the District are authorized to execute any applicable Minnesota Department of Education forms.

3. Sale of Bonds. The Board has retained Ehlers and Associates, Inc. (the “Municipal Advisor”), to serve as the District’s independent municipal advisor with respect to the offer and sale of the

Bonds and, therefore, is authorized by Section 475.60, subdivision 2(9), of the Act to sell the Bonds other than pursuant to a competitive sale.

4. Authority of Municipal Advisor. The Municipal Advisor is authorized and directed to assist the District in the preparation and dissemination of a Preliminary Official Statement to be distributed to potential purchasers of the Bonds and to open, read, and tabulate the proposals for the purchase of the Bonds for presentation to the Board. The Municipal Advisor is further authorized and directed to assist the District in the award and sale of the Bonds on behalf of the District after receipt of written proposals and to assist the District in the preparation and dissemination of a final Official Statement with respect to the Bonds.

5. Acceptance of Proposal. The Board shall meet at the time specified in the Preliminary Official Statement or at such other time designated by the Board to receive and consider proposals for the purchase of the Bonds and take any other appropriate action with respect to the Bonds.

6. Authority of Bond Counsel. The law firm of Kennedy & Graven, Chartered, is authorized to act as bond counsel for the District ("Bond Counsel"), and to assist in the preparation and review of necessary documents, certificates, and instruments related to the Bonds. The officers, employees, and agents of the District are hereby authorized to assist Bond Counsel in the preparation of such documents, certificates, and instruments.

7. Notice of Issuance of Facilities Maintenance Bonds. The Clerk is authorized and directed to cause a notice substantially in the form of the Notice attached as EXHIBIT A hereto to be published as a legal notice one (1) time in the official newspaper of the District as soon as reasonably practicable after adoption of this Resolution, but in any event, at least twenty (20) days before the earlier of the issuance of the Bonds or the final certification of levies.

8. Reimbursement from Bond Proceeds. The District may incur certain expenditures that may be financed temporarily from sources other than the Bonds, and reimbursed from the proceeds of the Bonds. Treasury Regulation § 1.150-2 (the "Reimbursement Regulations") provides that proceeds of tax-exempt bonds allocated to reimburse expenditures originally paid from a source other than the tax-exempt bonds will not be deemed expended unless certain requirements are met. In order to preserve its ability to reimburse certain costs from proceeds of the Bonds in accordance with the Reimbursement Regulations, the District hereby makes its declaration of official intent (the "Declaration") described below to reimburse certain costs.

(a) Declaration of Intent. The District proposes to issue the Bonds to finance the costs of the Projects. The District may reimburse original expenditures made for certain costs of the Projects from the proceeds of the Bonds in an estimated maximum principal amount of \$90,335,000. All reimbursed expenditures will be capital expenditures, costs of issuance of the Bonds, or other expenditures eligible for reimbursement under Section 1.150-2(d)(3) of the Reimbursement Regulations.

(b) Declaration Made Not Later Than 60 Days. This Declaration has been made not later than sixty (60) days after payment of any original expenditure to be subject to a reimbursement allocation with respect to the proceeds of the Bonds, except for the following expenditures: (a) costs of issuance of the Bonds; (b) costs in an amount not in excess of \$100,000 or five percent (5%) of the proceeds of the Bonds; or (c) "preliminary expenditures" up to an amount not in excess of twenty (20) percent of the aggregate issue price of the Bonds that finance or are reasonably expected by the District to finance the Projects for which the preliminary expenditures were incurred. The term "preliminary expenditures" includes architectural, engineering, surveying, bond

issuance, and similar costs that are incurred prior to commencement of acquisition, construction, or rehabilitation of the Projects, other than land acquisition, site preparation, and similar costs incident to commencement of construction.

(c) Reasonable Expectations; Official Intent. This Declaration is an expression of the reasonable expectations of the District based on the facts and circumstances known to the District as of the date hereof. The anticipated original expenditures for the Projects and the principal amount of the Bonds described in Section 8(a), above, are consistent with the District's budgetary and financial circumstances. No sources other than proceeds of the Bonds to be issued by the District are, or are reasonably expected to be, reserved, allocated on a long-term basis, or otherwise set aside pursuant to the District's budget or financial policies to pay such original expenditures. This resolution is intended to constitute a declaration of official intent for purposes of the Reimbursement Regulations.

(The remainder of this page is intentionally left blank.)

The motion for the adoption of the foregoing resolution was duly seconded by _____, and upon vote being taken thereon, the following voted in favor of the motion:

and the following voted against:

whereupon the resolution was declared duly passed and adopted.

EXHIBIT A

**NOTICE OF INTENT TO ISSUE FACILITIES MAINTENANCE BONDS
TO FINANCE PROJECTS INCLUDED IN THE DISTRICT'S
TEN-YEAR FACILITIES PLAN**

**INDEPENDENT SCHOOL DISTRICT NO. 834
(STILLWATER AREA PUBLIC SCHOOLS)
WASHINGTON COUNTY, MINNESOTA**

NOTICE IS HEREBY GIVEN that the School Board of Independent School District No. 834 (Stillwater Area Public Schools), Washington County, Minnesota (the "District"), intends to issue its General Obligation School Building and Facilities Maintenance, Series 2026A (the "Bonds") in the maximum aggregate principal amount of \$90,335,000, pursuant to Minnesota Statutes, Chapter 475, as amended, and Minnesota Statutes, Section 123B.595, as amended. A portion of the proceeds of the Bonds (the "Facilities Maintenance Portion") in the principal amount not to exceed \$15,490,000 will be used to finance certain projects included in the District's ten-year facilities plan and related financing costs. A general description of the projects to be financed is as follows:

- Deferred maintenance projects included in the District's ten-year facilities plan approved by the Commissioner of Education.

The total amount of District indebtedness as of July 1, 2025 is \$158,990,000. If these proposed Bonds were issued after that date, the total indebtedness of the District at that time would be \$249,325,000.

BY ORDER OF THE SCHOOL BOARD

Dated: _____, 2025

/s/ _____
Clerk of the School Board
Independent School District No. 834 (Stillwater Area
Public Schools), Washington County, Minnesota

STATE OF MINNESOTA)
)
COUNTY OF WASHINGTON) ss.
)
INDEPENDENT SCHOOL)
DISTRICT NO. 834)

I, the undersigned, being the duly qualified and acting Clerk of Independent School District No. 834 (Stillwater Area Public Schools), Washington County, Minnesota (the “District”), hereby certify that I have carefully compared the attached and foregoing extract of minutes of a regular meeting of the School Board of the District held on the date specified above, with the original minutes on file in my office and the extract is a full, true, and correct copy of the minutes, insofar as they relate to authorizing the issuance of the District’s General Obligation School Building and Facilities Maintenance Bonds, Series 2026A, in the maximum aggregate principal amount of \$90,335,000.

WITNESS My hand as such Clerk this ____ day of July, 2025.

Clerk of the School Board
Independent School District No. 834 (Stillwater Area
Public Schools), Washington County, Minnesota



Coordinators/Supervisors/Specialists,
Technical Support and District
Directors Terms and Conditions

School Board Presentation
July 15, 2025

Expect
More.

Highlights of Changes

- Insurance language representing up to the first 6.5% of any increase will be paid by the District and any increase after that will be shared.
- 50/50 split of Paid Family Medical Leave (PFML) premium.
- Elimination of the short term disability benefit with the onboarding of PFML in January 2026.
- Step advancement in both years.
- 2% increase to salary/wage schedules in both years in alignment with board parameters.



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More.

Recommendation

- These revisions reflect updates to the terms and conditions as determined by district administration, within the financial parameters established by the school board.
- We recommend that the board members vote to approve the terms and conditions.



Expect
More.



Questions